

**State of Vermont
PRINCIPAL EVALUATION SURVEY
December 2009**

1. Which choice below best describes your evaluation model?

Answer Options	Percent	Count
National Model or Commercial Program	1.6%	1
National or Commercial Program, Adapted Locally	16.4%	10
Local Model.....	67.2%	41
Variety of Tools as Required by Circumstances or Assignment	14.8%	9

2. Is the performance evaluation for an individual principal used to determine or establish any of the following: Select all that apply.

Answer Options	Percent	Count
Compensation	41.0%	25
Merit Pay	8.2%	5
Promotion	8.2%	5
Retention.....	73.8%	45
Individual Professional Development Plan/Goals	86.9%	53
Job Assignment (Elsewhere in the LEA).....	4.9%	3
Required Improvement Plan	82.0%	50
Probation.....	50.8%	31
Dismissal	73.8%	45
Other (please specify).....		7

3. Does your evaluation process include aggregate student assessment results, including growth measures, as a criterion in determining principal performance? NOTE: Student assessment data would include a wide range of student results including, but not limited

Answer Options	Percent	Count
No	68.9%	42
Yes	31.1%	19

4. As part of their evaluation, are principals assigned a summative rating (e.g. Outstanding, Satisfactory, Unsatisfactory, etc.), a numerical rating, or an overall descriptor (e.g. Exceeds Expectations, Meets Expectations, Needs Improvement, etc.)?

Answer Options	Percent	Count
No	72.1%	44
Yes	27.9%	17